

RANCHO SANTA FE SCHOOL DISTRICT

Board Policies Covering All Classified Employees

Board Policy No. 4208: HEALTH AND WELFARE BENEFITS

- A. Commencing on February 1, 2024, the District will contribute up to a maximum of \$1,050.00 per month (\$12,600/annually) per full-time permanent or probationary twelve month classified employee for current coverage for employee only under current health, vision, dental, and life insurance policies. The above maximum amount will be prorated for part-time twelve month employees in accordance with their work hours and work year. If an eligible employee chooses a plan for which the premium for employee only coverage is less than the District's maximum contribution, any savings may be used by the employee to pay part of the costs for vision, dental or spousal health coverage.

- B. Commencing on February 1, 2024, the District will contribute up to a maximum of \$1,050.00 per month (\$12,600/annually) per permanent or probationary ten and eleven month classified employee assigned to a work schedule of 75% or more for current coverage for employee only under current health, dental, and life insurance policies. Ten and eleven month classified employees who are assigned a work schedule of less than 75% are not eligible for health and welfare benefits under this Board Policy. The above maximum amount will be prorated for eligible part-time ten and eleven month employees in accordance with their work hours and work year. If an eligible employee chooses a plan for which the premium for employee only coverage is less than the District's maximum contribution, any savings may be used by the employee to pay part of the costs for dental or spousal health coverage.

- C. If, in any month, the cost of the health care coverage in paragraph A and B exceeds the specific maximum contribution of the District, the amount of the excess will be deducted from the paychecks of employees by automatic payroll deduction.

- D. The amount of term life insurance made available to employees under paragraph A and B shall be \$100,000.00.

- E. Eligible employees may purchase spousal health care coverage at their own cost and such premiums shall also be deducted by automatic payroll deduction.

- F. Domestic Partners
 - 1. Commencing January 1, 2005, eligible employees may receive health (medical, dental and vision) benefits for their domestic partners, upon written request, subject to any legal restrictions, the terms of this Board Policy, and the policies of the District's health care providers and carriers. Eligible employees for purposes of this Board Policy are those regular employees who are currently eligible for health benefits under this Board Policy.

2. The term "domestic partner" for purposes of this Board Policy shall have the same meaning as that definition in Family Code section 297
 3. Domestic partners of eligible employees shall receive health benefits under this Board Policy only if all requirements set forth in Family Code section 297 are met, and the District receives a copy of the registered form of the Declaration of Domestic Partnership which has been returned to the domestic partners from the California Secretary of State (Family Code section 298.5). The District may require verification and/or evidence of compliance in addition to receipt of a copy of the registered form of the Declaration of Domestic Partnership. The burden of proof is on the eligible employee seeking health benefits for his or her domestic partner.
- G. Eligible employees who do obtain health benefits for their domestic partners pursuant to Board Policy shall immediately notify the District in writing whenever the domestic partnership is terminated (Family Code section 299).
- H. It is the intent of the Board that this Board Policy be consistent with current law. Any part of this Board Policy which is not consistent with current law shall be void. Any changes in applicable law which impacts this Board Policy shall automatically modify this Board Policy to ensure consistency.

Legal Reference:

Education Code section 45103

Family Code sections 297, 298, 298.5, 299, 299.5, 299.6

Government Code sections 22867, 22868, 22869, 22871, 22871.1, 22871.2, 22871.3, 22872, 22873, 22874, 22875, 22876, 22877, 53200, 53201, 53202, 53206, 53205.1

Date Policy Adopted By The Board: September 6, 1990

Dates Policy Revised By The Board: February 9, 2000; January 13, 2005; December 11, 2008, May 6, 2010, July 18, 2013; June 4, 2015, November 2, 2017, July 11, 2019, August 12, 2021, February 27, 2024, October 14, 2025